

A collection of military and NASA medals, a pair of glasses, and a compass rose on a textured surface. The medals include a red ribbon medal with a star, a blue ribbon medal with a star, and a silver star medal. The glasses are gold-rimmed and the compass rose is silver with a black face.

The MSFC Leadership Development Series (MLDS)

NASA Marshall Space Flight Center

Overview



MSFC Leadership Development Series

NASA Marshall Space Flight Center

SCHEDULE:

MSFC LDS #20

- Session I: March 31-April 2, 2009
- Session II: May 5-7, 2009
- Session III: June 2-4, 2009

MSFC LDS #21

- Session I: May 19-21, 2009
- Session II: June 16-18, 2009
- Session III: July 21-23, 2009

MSFC LDS #22

- Session I: August 18-20, 2009
- Session II: September 15-17, 2009
- Session III: October 14-16, 2009

Participants Must Fully Complete All 3 Sessions of a Series for Graduation

- MSFC LDS participants are nominated and then selected for a Series by the Office of Human Capital (OHC).
- Each year, OHC issues a CAITS “call for nominations” inviting supervisors and organizational leaders to nominate people for the Series. That action creates a pool of priority candidates from which OHC then selects potential participants and invites them to a specific Series.
- The final roster of 25-30 participants for each Series includes representatives of most MSFC organizations and functional areas.
- Points of Contact are: Michele Foster (5-0448); or Mike Culver (4-1845); or Jim Andrews (4-6846)

MSFC Leadership Development Series

NASA Marshall Space Flight Center

Framework

Commitment to Others for Participating, Learning and Developing





MSFC Leadership Development Series

NASA Marshall Space Flight Center

The MLDS is an Educational & Developmental Process, conducted in three separate 3-day classroom sessions. It requires some supplemental outside study and activities. The MLDS process and content is focused on strengthening leadership skills for:

- Thinking Creatively and Being Innovative
- Communicating Effectively and Openly
- Making Effective Decisions and Resolving Conflict
- Establishing Trust and Teamwork
- Unlocking Motivation and Empowerment
- Applying the Most Appropriate Leadership Style for Each Situation
- Planning Outcomes, Methods and Resources
- Inspiring through Vision and Values



MSFC Leadership Development Series

NASA Marshall Space Flight Center

Target Audience Priorities

- Managers/Supervisors
- Project/Team Leads
- Influence Leaders



MSFC Leadership Development Series

NASA Marshall Space Flight Center

Purpose: To create and sustain a high-performing, interdependent organizational culture that ensures mission success, safety, integrity, and teamwork through leadership that builds trust, open communication, empowerment, learning, innovation and continuous improvement.



MSFC Leadership Development Series

NASA Marshall Space Flight Center

Leadership Definition
for this Series:

*“The ability to influence others
regardless of positional power.”*



MSFC Leadership Development Series

NASA Marshall Space Flight Center

A Sequential, Progressive Process Designed around the Experiential Learning Model (a.k.a. the Adult Learning Process)

1. Experiencing (participate in an activity)
2. Sharing (facilitate reflections and observations)
3. Processing (explore leadership dynamics that emerged during the activity)
4. Generalizing (extract/develop general principles of leadership learned from the experience)
5. Applying (plan applications and test behaviorally)



MSFC Leadership Development Series

NASA Marshall Space Flight Center

Bridging Activities:

Between each 3-day learning session, participants complete brief activities and supplemental reading assignments that:

- Support Positive Culture Change
- Link to Business Objectives
- Reinforce MSFC LDS Learning
- Develop Leadership Skills



MSFC Leadership Development Series

NASA Marshall Space Flight Center

Post-Series Continued Learning and Development Includes:

- Final Bridging Activity
- Personal Study of Books, CD's, Videos, etc. (Self Study Learning Center)
- Networking and Periodic Meetings (Core Learning Teams, Groups, MLDS Alumni)
- Support from the Center's Organization Development and Training Consultants



MSFC Leadership Development Series

NASA Marshall Space Flight Center

History of the MSFC LDS:

- Originated in MSFC's 2001 Organization Development Plan as a Key Strategic Initiative of Center's Transformation Roadmap.
- An Organizational Analysis Indicated a Need for Leadership Development and the Competencies to Focus On Developing
- Specific Target Audiences were Identified (Managers, Supervisors, Team Leads, and then Others)
- The Series Design is aligned with the Agency's Leadership Development Model. But the MSFC LDS Does Not Duplicate the Agency's Programs.
- Design was Implemented/Tested (2-Part Pilot in Fall 2001 and Spring 2002)
- First Series was Conducted in July, August & September 2003 (Nashville)
- The MSFC LDS is Evaluated and Updated after Each Iteration
- 3-4 Series usually are Conducted Each Calendar Year